

Overview

A Provincial

School Board/Teacher
Collective Bargaining
1984 - 85

Vol. 6 No. 2

Education Relations Commission

May 1985

1984-85 NEGOTIATIONS UPDATE

Settlements: All but one of the 200 major jurisdictions were subject to bargaining during 1984-85. (Kapusking RCSS negotiated a two-year agreement in 1983-84). Branch Affiliates in four jurisdictions conducted separate negotiations, raising the number of bargaining situations to 203. Of the 175 (86.2%) settlements reported as of April 30th, 1985, 26 (14.9%) are for a two-year period.

Fact Finding: 1984-85 has been the most active fact finding year since the passage of the Act. Appointments have been made in 119 of the 203 major bargaining situations (and an additional 9 in "Other" boards). However, the appointment rate (58.6%) is not as high as it was in the two rounds of bargaining following the anti-inflation legislation of 1976-78: in 1978-79 appointments were made in 110 (63.2%) of 174 bargaining situations and in 102 (64.2%) of 159 bargaining situations in 1979-80. The table below compares the 1984-85 experience with the per-round average since 1975-76, excluding 1983-84, during which no fact finders were appointed because of the inflation restraint legislation.

| | 1984 - 85 | | | | Per-round Average 75/76-84/85 |
|--------------------------|-----------|------|------|------------|-------------------------------------|
| | Elem. | Sec. | RCSS | Total | |
| Bargaining Situations | 76 | 78 | 49 | 203 | 166 |
| Fact Finder Appointments | 39 | 52 | 28 | 119(100.0) | 78(100.0) |
| Reports Written | 30 | 50 | 26 | 106 (89.1) | 62 (79.5) |
| Reports Made Public | 25 | 41 | 23 | 89 (74.8) | 50 (64.1) |

Mediation: Pre-fact finding mediators were appointed in 39 jurisdictions (7 Elementary, 25 Secondary and 7 RCSS). Of these, 14 (36%) settled without factfinding and an additional 2 settled before the public release of the fact finder's report.

Post-fact finding mediators have been appointed in 55 jurisdictions to date (17 Elementary, 25 Secondary, and 13 RCSS). Forty-four of these have subsequently settled.

Good Faith Bargaining: The following parties have filed requests for determinations regarding good faith

bargaining in 1984-85: Muskoka (OSSTF), Sudbury RCSS (AEFO and OECTA), Huron (OSSTF), and Frontenac (OSSTF). The first two charges have since been withdrawn. In addition to these, there remain outstanding five determination requests arising out of the 1983-84 round of bargaining: Durham (OSSTF), Bruce (OSSTF), East York (OSSTF), Red Lake (OSS-TF), and Kent (OSSTF).

Votes: A total of 31 Board's Last Offer (3 Elem., 17 Sec., and 11 RCSS) and 14 Strike (7 Sec. and 7 RCSS) votes have been held to date. Twenty-two of these jurisdictions have since settled.

Sanctions: Three jurisdictions have experienced sanctions to date: the AEFO Teachers of the Stormont, Dundas, and Glengarry RCSS Board commenced a full withdrawal of services on January 15th, 1985, which lasted nine instructional days; on March 18th, the Muskoka Secondary Teachers negotiated the end to a 30-instructional-day strike; and on March 27th OECTA and AEFO Teachers of the Sudbury District RCSS Board negotiated the end to a 21-instructional-day strike.

OVERVIEW STATISTICAL REPORTING

Readers please note that the statistical information reported on pages 4 to 8 of this issue of the Overview pertain to the 1983-84 agreement year. Comparable data for 1984-85 are available from the Commission on a request basis.

PUBLICATIONS AVAILABLE

•1984-85 Individual Summaries

Please note that because the Commission has made significant changes to its information reporting formats, the package includes a number of summaries issued in earlier mailings.

•Grievance Arbitration, September 1984/January 1985

ERC WORKSHOPS

Relationships by Objectives:

• Trustees, administrators and secondary teachers of the Renfrew Board of Education met with ERC staff facilitators for three days in January to explore ways to improve relationships within their work environment. During the course of this Relationships by Objectives (RBO) workshop, the parties agreed to a set of goals and specific action steps designed to promote sound working relationships in the Secondary panel.

The Commission requires that two criteria be met before it will agree to host an RBO: both parties must indicate their willingness to participate actively in the program and they must not be actively engaged in negotiations. There are no fees for the workshop: the parties are responsible for food and accommodation costs of their members and the Commission covers the costs of meeting rooms. The program usually takes 3 - 3 1/2 days to complete, and can be scheduled over a week-end.

Inquiries about the RBO program should be directed to Dr. E. Aim, Director of Field Services.

Mediation

• Close to 200 teachers, administrators, trustees and provincial representatives attended an ERC-sponsored mediation workshop held in Toronto on March 29th. Participants had the opportunity to react to a presentation by Bryan Downie, Chairman of the Commission, and to a showing of the ERC film entitled Apples Won't Get It Anymore. Mr. Justice Alan B. Gold, Chief Justice of the Superior Court of Quebec, was the luncheon speaker.

Fact Finding

• A two-day training workshop for potential fact finders will be held in Toronto on June 5th and 6th. More than forty new people have been invited to attend this workshop, which will include a simulated fact finding hearing conducted by five of the Commission's most experienced third parties. Each of the participants will be required to submit a "mock" fact finder's report within thirty days, which will be evaluated by ERC staff.

Inquiries concerning this publication or any Commission activities should be addressed to:

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The following is a summary of an article entitled "The Effect of Statutory Impasse Schemes on the Acceptance of Factfinding Recommendations: Evidence from Iowa and New York", published in Vol. 13(2) of *The Journal of Collective Negotiations*. The article reports on research conducted by Daniel G. Gallagher of the University of Iowa and Peter A. Veglahn of James Madison University. Article reprint requests should be directed to Daniel G. Gallagher, University of Iowa, Department of Industrial Relations, Iowa City, Iowa 52242.

RESEARCH ISSUE

Gallagher and Veglahn's study focussed on the extent to which voluntary settlements after the issuance of factfinding reports tend to vary from factfinder-recommended terms, when factfinding is followed either by no further adjudicative review or by arbitration. Anticipating that acceptance of factfinder recommendations was dependent on the structure of entire impasse resolution schemes, the researchers hypothesized: a) that an absence of finality would more likely result in voluntary settlement terms below those recommended by a factfinder; b) that the availability of arbitration after factfinding would more likely result in voluntary settlements reflecting factfinder-recommended terms.

RESEARCH DESIGN

Teacher-school board impasse cases in New York and Iowa were selected to test the research hypotheses. New York provides for pre-factfinding mediation, factfinding and post factfinding mediation, but no finality. In Iowa factfinding is followed by compulsory final-offer arbitration (which may be invoked by either party), with the factfinder recommendation serving as a third final position on each impasse item.

All of the 216 impasse cases selected (New York: 122; Iowa: 94) had utilized factfinding and ultimately reached voluntary agreement during the time period applicable to each state's bargaining statute.

A three-part analysis of base rate salary increases was undertaken: 1. to provide some overall indication of the influence of factfinding on the terms of the voluntary settlement; 2. to determine the extent to which the absolute and relative proximity of the factfinder recommendation to each party's factfinding impasse position resulted in a voluntary settlement on terms equal to or diverse from the factfinder recommendation; and 3. to evaluate the effect of factfinding on the degree of voluntary post-factfinding position change.

RESULTS

The results of the contingency analysis revealed the following:

1. Of the three possible settlement outcomes (below, equal to or above the factfinder's salary recommendation), settlements in New York were most often below those recommended by the factfinder (45.1%) and in Iowa most often primarily identical to the factfinder's recommendation (72.3%).
2. Analysis of the absolute and relative proximity of the factfinder recommendations to the impasse positions of the two parties revealed: i) that differences between the parties positions and the recommendations tend to be considerably less in Iowa than in New York; ii) the rate of settlement in both states below the terms recommended by the factfinder increased as both the absolute and relative proximity of the recommendation to the employer position at factfinding widened; iii) settlement in both states in excess of the factfinder recommendation was also more likely when the absolute and relative difference between the employer position and the recommendation was small; and iv) voluntary acceptance of recommendations which were relatively more favourable to the employee organization factfinding position was more common in Iowa than in New York.
3. Postfactfinding position change by employers was moderately more pronounced in New York than in Iowa (2.05% v. 1.40%), particularly in situations where the voluntary settlement was equal to or in excess of the

factfinder recommendations; however, employee postfact finding concessionary behavior was significantly higher in New York than in Iowa overall (5.32% v. 1.84%) and in each of the categories of settlement points.

CONCLUSIONS

Gallagher and Veglahn drew the following conclusions from the results of their research:

1. The findings confirm the initial expectation that voluntary settlements on the terms recommended by the factfinder are most likely to occur when, in the absence of a statutory right to strike, the applicable impasse procedure provides for impasse resolution finality through arbitration rather than for further mediation or legislative review.

i) the higher level of congruence between factfinder recommendations and voluntary settlement rates in Iowa suggests that recommendations serve as the impetus for voluntary settlement, due either to the parties' perception that the recommendation is reasonable or to the probability of the recommendation being affirmed if either party resorts to tri-offer arbitration: the factfinder recommendation represents a "ceiling" and "floor" for the employer and employee representatives respectively in subsequent negotiations.

ii) in contrast, the greater proportion of voluntary settlements in New York which are on salary terms below those recommended by the factfinder is consistent with the frequent comment that an absence of finality (arbitration or statutory access to strike) tends to shift bargaining power toward the employer.

2. Secondly, it appears that acceptance of factfinding recommendations favourable to the employee organization position is more likely to occur when the employee organization may invoke final and binding arbitration.

3. Finally, the inclusion of factfinding under two distinctly different impasse resolution schemes may result in substantially different approaches by the parties to the factfinding process:

i) the comparatively larger differences between employer-employee positions at factfinding and the amount of postfactfinding concessionary behavior in New York lends support to the contention that factfinding may have a "chilling effect" on prefactfinding bargaining behavior;

ii) in contrast, the relatively smaller difference between the parties' positions at factfinding and the less - pronounced postfactfinding concessionary behavior in Iowa suggest that the potential availability of a factfinder recommendation as a third option at arbitration may encourage the parties to seek a "win" at factfinding: the increased weight given to factfinding may encourage the parties to be more realistic in their factfinding impasse positions.

Gallagher and Veglahn concluded:

"The results strongly suggest that adherence to the factfinder recommendation differs depending on the structure of the entire statutory impasse resolution scheme. Not only does the availability of arbitration appear to increase voluntary settlements on terms recommended by the factfinder, but the parties' pre-factfinding bargaining behavior appears influenced by the parties' perceptions of either the importance or purpose of the factfinding process. The factfinding process plays a fundamentally different role in Iowa than in New York, which appears to reflect the position and role of factfinding within the entire impasse resolution scheme."

Table 1 1984-85 SETTLEMENTS: REPORTS FROM THE FIELD

The following table is based on verbal reports by the parties to Field Services. Please note: the data presented therein have not been verified by the Commission and are subject to change. On-grid increases exclude increment and grid restoration and total increases include all aspects of compensation.

| Est. % Inc. Annualized On-Grid | | | | Est. % Inc. Annualized Total | End Rate A4 Max (\$) | Est. % Inc. Annualized On-Grid | | | | Est. % Inc. Annualized Total | End Rate A4 Max (\$) |
|--------------------------------|------------------|------|-------|------------------------------|----------------------|--------------------------------|----------|-------|--------|------------------------------|----------------------|
| ELEMENTARY | | | | | SECONDARY | | | | | | |
| 001 | Atikokan | 7.00 | 10.10 | 43,263 | 078 | Atikokan | 4.80 | 4.95 | 45,062 | | |
| 002 | Brant | 4.20 | 6.45 | 43,623 | 079 | Brant | 7.20 | 8.57 | 43,623 | | |
| 003 | Bruce | 4.25 | - | 42,686 | 080 | Bruce | 5.00 | - | 43,091 | | |
| 004 | Carleton | 4.60 | 6.90 | 44,410 | 081 | Carleton | 4.50 | 7.00 | 44,461 | | |
| 005 | Central Algoma | 3.15 | 4.70 | 43,940 | 083 | Chapleau | 3.80 | 6.14 | 45,173 | | |
| 006 | Chapleau | 3.80 | 10.08 | 44,198 | 084 | Cochrane | 4.50 | 6.42 | 45,153 | | |
| 007 | Cochrane | 4.00 | 6.14 | 43,833 | 085 | Dryden | 3.25 | 5.05 | 45,669 | | |
| 008 | Dryden | 3.25 | 5.08 | 45,669 | 087 | Durham | 4.64 | 7.12 | 44,550 | | |
| 011 | E. Parry Sd | 4.00 | 6.40 | 42,431 | 088 | E. Parry Sound | 4.20 | 6.40 | 44,619 | | |
| 012 | East York | 5.00 | - | 44,127 | 089 | East York | 5.00 | - | 44,127 | | |
| 013 | Elgin | 5.00 | 7.00 | 43,661 | 090 | Elgin | 4.90 | 6.90 | 44,390 | | |
| 014 | Espanola | 3.40 | 5.90 | 44,216 | 091 | Espanola | 4.00 | 5.10 | 44,293 | | |
| 015 | Essex | 3.98 | 5.79 | 44,300 | 092 | Essex | 4.30 | 5.80 | 44,300 | | |
| 016 | Etobicoke | 5.00 | - | 44,127 | 093 | Etobicoke | 5.00 | - | 44,127 | | |
| 017 | Ft Francis-R.R. | 6.00 | 7.00 | 43,900 | 094 | Ft Francis-R.R. | 6.00 | 7.00 | 43,900 | | |
| 018 | Frontenac | 4.00 | 6.10 | 43,890 | 095 | Frontenac | 4.50 | 6.60 | 44,290 | | |
| 019 | Geraldton | 4.30 | 7.15 | 45,400 | 096 | Geraldton (OSSTF) | 4.30 | 6.75 | 45,400 | | |
| 020 | Grey | 3.40 | 5.00 | 43,590 | 099 | Haliburton | 3.70 | - | 44,918 | | |
| 021 | Halidimand | 3.00 | 4.94 | 43,416 | 100 | Halton | 4.63 | 6.90 | 44,781 | | |
| 022 | Haliburton | 3.70 | 5.00 | 44,916 | 101 | Hamilton (AEFO) | 4.25 | - | 44,507 | | |
| 023 | Halton | 4.50 | 6.50 | 44,645 | 103 | Hearst | 6.00 | - | 43,511 | | |
| 024 | Hamilton | 4.25 | 6.58 | 44,507 | 104 | Hornepayne | 7.00 | 10.00 | 46,881 | | |
| 025 | Hastings | 4.00 | 5.00 | 43,128 | 106 | Kapuskasing | 5.00 | 6.01 | 44,586 | | |
| 026 | Hearst | 3.90 | 8.00 | 42,640 | 107 | Kenora | 3.70 | 4.60 | 45,183 | | |
| 027 | Hornepayne | 7.00 | 10.00 | 45,965 | 109 | Kirkland Lake | 5.25 | 5.77 | 44,225 | | |
| 028 | Huron | 4.00 | 5.30 | 43,730 | 110 | Lakehead | 3.44 | 5.07 | 45,617 | | |
| 029 | Kapuskasing | 5.90 | 7.70 | 44,586 | 111 | Lake Superior | 1.80 | 3.99 | 45,479 | | |
| 030 | Kenora | 3.22 | 5.41 | 45,193 | 113 | Lanark | 4.00 | 6.06 | 44,500 | | |
| 031 | Kent | 4.90 | 6.80 | 44,210 | 114 | Leeds | 3.62 | 5.44 | 44,587 | | |
| 032 | Kirkland Lake | 5.30 | 5.90 | 43,832 | 116 | Lincoln | 4.00 | 5.22 | 44,671 | | |
| 033 | Lakehead | 6.38 | 8.78 | 45,617 | 117 | London | 7.50 | 8.43 | 44,650 | | |
| 034 | Lake Superior | 3.84 | 5.34 | 44,225 | 118 | Manitoulin | 3.80 | 4.36 | 44,500 | | |
| 035 | Lambton | 3.98 | 5.45 | 43,700 | 120 | Middlesex | 4.50 | 5.86 | 44,209 | | |
| 036 | Lanark | 4.00 | 6.70 | 44,500 | 121 | Muskoka | 5.00 | 7.10 | 43,337 | | |
| 037 | Leeds | 3.62 | 5.50 | 44,018 | 122 | Niagara South | 4.30 | - | 44,475 | | |
| 038 | Lennox & Add. | 4.97 | 5.72 | 42,821 | 123 | Nipigon-R.R. | 4.01 | 5.72 | 46,279 | | |
| 039 | Lincoln | 4.00 | 5.77 | 44,671 | 124 | Nipissing | 4.40 | 5.50 | 44,396 | | |
| 040 | London | 5.02 | 6.12 | 44,650 | 126 | North Shore | 3.85 | 6.69 | 45,360 | | |
| 041 | Manitoulin | 4.18 | 4.43 | 43,600 | 128 | North York | 5.00 | - | 44,127 | | |
| 042 | Michipicoten | 4.60 | 4.00 | 43,210 | 129 | Ottawa | 4.70 | 5.57 | 43,400 | | |
| 043 | Middlesex | 4.55 | 5.90 | 44,109 | 130 | Oxford | 4.65 | - | 43,734 | | |
| 044 | Muskoka | 5.00 | 6.49 | 41,256 | 131 | Peel | 2.50 | 4.90 | 45,000 | | |
| 045 | Niagara South | 4.22 | 5.35 | 44,475 | 132 | Perth | 4.10 | - | 44,063 | | |
| 046 | Nipigon-Red Rock | 5.25 | - | 45,900 | 133 | Peterborough | 3.43 | 5.00 | 44,179 | | |
| 047 | Nipissing | 4.40 | 5.65 | 44,241 | 134 | Prescott-Russell | 3.50 | 5.50 | 44,600 | | |
| 048 | Norfolk | 5.20 | 5.57 | 43,624 | 135 | Prince Edward | 4.60 | 5.40 | 44,000 | | |
| 049 | North Shore | 4.11 | 6.84 | 45,450 | 137 | Renfrew | 4.00 | 5.70 | 43,308 | | |
| 051 | North York | 5.00 | - | 44,127 | 138 | S. Ste. Marie | 4.00 | 4.98 | 44,535 | | |
| 053 | Oxford | 4.20 | 6.00 | 43,734 | 139 | Scarborough | 5.00 | - | 44,127 | | |
| 054 | Peel | 2.66 | 5.01 | 45,000 | 140 | Simcoe (OSSTF) | 2.80 | 5.50 | 44,400 | | |
| 055 | Perth | 4.25 | 7.54 | 43,582 | 142 | Sudbury | 3.36 | 5.00 | 43,928 | | |
| 056 | Peterborough | 2.60 | - | 44,179 | 144 | Timmins | 5.00 | 6.90 | 44,357 | | |
| 057 | Pres. Russ. | 3.50 | 6.02 | 43,983 | 145 | Toronto | 5.00 | - | 44,127 | | |
| 058 | Prince Edward | 4.00 | 5.01 | 41,983 | 146 | Victoria | 4.70 | 6.65 | 44,161 | | |
| 060 | Renfrew | 3.60 | 5.50 | 43,734 | 147 | Waterloo | 3.77 | 6.50 | 44,904 | | |
| 062 | Scarborough | 5.00 | - | 44,127 | 150 | W. Parry Sd | 4.86 | 5.89 | 44,472 | | |
| 063 | Simcoe | 2.80 | 6.32 | 44,400 | 151 | Windsor | 4.60 | 4.90 | 44,372 | | |
| 064 | Stormont | 3.80 | 5.20 | 44,227 | 152 | York City | 5.00 | - | 44,127 | | |
| 067 | Timmins | 4.00 | 7.10 | 44,144 | 153 | York Region | 4.30 | 6.20 | 45,193 | | |
| 068 | Toronto | 5.00 | - | 44,127 | | | | | | | |
| 069 | Victoria | 4.70 | 6.75 | 44,161 | | | | | | | |
| 070 | Waterloo | 3.77 | 6.89 | 44,904 | | | | | | | |
| 071 | Wellington | 4.00 | - | 43,674 | | | | | | | |
| 072 | Wentworth | 3.70 | 5.61 | 45,323 | | | | | | | |
| 073 | West Parry Sound | 5.24 | 7.21 | 44,632 | | | | | | | |
| 074 | Windsor | 4.30 | 4.95 | 43,903 | | | | | | | |
| 075 | York City | 5.00 | - | 44,127 | | | | | | | |
| 076 | York Region | 4.30 | 6.70 | 45,193 | | | | | | | |
| | | | | | AVERAGE A4 MAXIMA | | | | | | |
| | | | | | Elementary | Secondary | RCSS | | | | |
| | | | | | \$44,108 | \$44,507 | \$43,186 | | | | |
| | | | | | (n = 68) | (n = 59) | (n = 43) | | | | |
| RCSS | | | | | RCSS | | | | | | |
| 155 | Brant | 3.60 | 5.60 | 42,735 | 177 | Lakehead | 4.43 | 6.68 | 45,252 | | |
| 156 | Bruce-Grey | 2.40 | 5.20 | 40,874 | 178 | Lambton | 3.22 | 6.48 | 43,523 | | |
| 157 | Carleton (AEFO) | 3.40 | 5.60 | 46,666 | 179 | Lanark | 4.00 | 6.40 | 42,392 | | |
| 157 | Carleton (OECA) | 3.40 | - | 46,666 | 180 | Lincoln | 1.50 | 5.00 | 43,054 | | |
| 158 | Cochrane | 7.20 | 8.67 | 43,637 | 181 | London-Middle. | 3.50 | 5.90 | 42,552 | | |
| 159 | Dryden | 3.12 | 5.49 | 45,669 | 182 | Metro Separate | 3.59 | 6.06 | 44,122 | | |
| 160 | Dufferin-Peel | 4.00 | 7.75 | 43,890 | 183 | Michipicoten | 5.70 | 7.70 | 40,909 | | |
| 161 | Durham | 5.20 | 7.80 | 43,975 | 184 | Nipissing | 2.90 | 5.96 | 44,039 | | |
| 163 | Essex | 0.00 | 3.40 | 40,377 | 185 | North Shore | 3.20 | 6.20 | 44,881 | | |
| 164 | Ft. Frances | 5.40 | 6.60 | 44,194 | 186 | Nth of Superior | 5.01 | 7.77 | 43,540 | | |
| 165 | Frontenac | - | - | 42,539 | 187 | Ottawa | 4.00 | 4.88 | 44,624 | | |
| 166 | Geraldton | 2.40 | 5.00 | 43,675 | 188 | Oxford | 3.25 | 5.08 | 41,890 | | |
| 167 | Halidimand | 3.27 | 5.25 | 41,477 | 189 | Peterborough | 3.43 | 5.40 | 43,407 | | |
| 168 | Halton | 4.00 | 8.90 | 43,493 | 190 | Prescott-Russell | 4.75 | 5.82 | 43,260 | | |
| 169 | Hamilton | 3.30 | 5.80 | 44,322 | 191 | Renfrew | 3.01 | 5.00 | 43,485 | | |
| 170 | Hast.-Pr. Ed. | 3.50 | 6.38 | 43,035 | 192 | S. Ste. Marie | 2.00 | 4.50 | 41,800 | | |
| 171 | Hearst | 4.50 | 5.45 | 42,073 | 194 | Stormont AEFO | 4.12 | 5.50 | 43,125 | | |
| 172 | Huron-Perth | 0.00 | 1.85 | 42,135 | 194 | Stormont OECA | 4.28 | 5.75 | 43,050 | | |
| 173 | Kapuskasing | 4.90 | 5.40 | 43,228 | 196 | Timiskaming | 5.27 | 6.00 | 41,787 | | |
| 174 | Kenora | 0.00 | 5.34 | 41,558 | 197 | Timmins | 5.70 | 6.55 | 42,190 | | |
| 175 | Kent | 3.25 | 5.08 | 41,580 | 199 | Welland | 3.00 | 5.08 | 43,193 | | |
| 176 | Kirkland Lake | 4.40 | 6.38 | 43,129 | | | | | | | |

TABLE 2 End Rate Minimum and Maximum Teacher Grid Salaries by Board Type and Category/Group, 1983-84

| ELEMENTARY | | | | | | | | | | | |
|--------------------------------|------------------|----|--------|--------|--------|---------|--------|-------------|--------|--------|--------|
| Category | Number of Boards | | Mean | Median | Lowest | Highest | Range | Percentiles | | | |
| | | | | | | | | 10% | 25% | 75% | 90% |
| Cat D | Min | 74 | 15,353 | 15,294 | 0 | 19,845 | 19,845 | 14,032 | 14,746 | 16,288 | 17,236 |
| | Max | 74 | 21,524 | 21,380 | 0 | 26,065 | 26,065 | 20,245 | 20,889 | 22,928 | 23,696 |
| Cat C | Min | 76 | 16,760 | 16,682 | 14,644 | 21,150 | 6,506 | 15,106 | 15,891 | 17,475 | 18,439 |
| | Max | 76 | 25,516 | 25,277 | 22,930 | 29,295 | 6,365 | 24,370 | 24,706 | 26,427 | 26,994 |
| Cat B | Min | 76 | 17,873 | 17,760 | 15,125 | 22,440 | 7,315 | 16,021 | 17,030 | 18,619 | 19,789 |
| | Max | 76 | 29,078 | 29,105 | 25,983 | 32,795 | 6,812 | 27,887 | 28,289 | 29,788 | 30,153 |
| Cat A1 | Min | 76 | 20,154 | 20,012 | 17,346 | 24,167 | 6,821 | 18,881 | 19,350 | 20,756 | 21,688 |
| | Max | 76 | 33,690 | 33,728 | 31,257 | 35,833 | 4,576 | 32,424 | 33,241 | 34,170 | 34,958 |
| Cat A2 | Min | 76 | 21,051 | 20,819 | 18,083 | 25,020 | 6,937 | 19,755 | 20,238 | 21,943 | 22,720 |
| | Max | 76 | 35,665 | 35,533 | 33,325 | 38,194 | 4,869 | 34,331 | 35,090 | 36,317 | 37,008 |
| Cat A3 | Min | 76 | 22,860 | 22,627 | 19,417 | 27,046 | 7,629 | 21,423 | 22,092 | 23,524 | 24,536 |
| | Max | 76 | 39,532 | 39,756 | 36,979 | 41,535 | 4,556 | 38,110 | 39,084 | 40,042 | 40,476 |
| Cat A4 | Min | 76 | 23,989 | 23,757 | 20,152 | 28,218 | 8,066 | 22,394 | 23,222 | 24,617 | 25,832 |
| | Max | 76 | 42,060 | 42,072 | 39,260 | 44,231 | 4,971 | 40,546 | 41,602 | 42,680 | 43,318 |
| SECONDARY | | | | | | | | | | | |
| Group | Number of Boards | | Mean | Median | Lowest | Highest | Range | Percentiles | | | |
| | | | | | | | | 10% | 25% | 75% | 90% |
| Grp 1 | Min | 76 | 20,284 | 20,185 | 17,720 | 23,255 | 5,535 | 19,107 | 19,594 | 20,786 | 21,977 |
| | Max | 76 | 33,922 | 33,850 | 30,812 | 36,564 | 5,752 | 32,916 | 33,433 | 34,401 | 35,153 |
| Grp 2 | Min | 76 | 21,157 | 20,945 | 18,375 | 24,213 | 5,838 | 19,982 | 20,480 | 21,913 | 22,798 |
| | Max | 76 | 35,870 | 35,792 | 33,569 | 38,930 | 5,361 | 34,613 | 35,240 | 36,427 | 37,086 |
| Grp 3 | Min | 76 | 23,012 | 22,810 | 21,000 | 25,807 | 4,807 | 21,756 | 22,280 | 23,542 | 24,854 |
| | Max | 76 | 39,866 | 39,839 | 37,892 | 41,794 | 3,902 | 38,819 | 39,375 | 40,380 | 40,967 |
| Grp 4 | Min | 76 | 24,170 | 23,929 | 22,200 | 27,674 | 5,474 | 22,899 | 23,332 | 24,794 | 26,058 |
| | Max | 76 | 42,447 | 42,415 | 39,901 | 44,499 | 4,598 | 41,398 | 42,024 | 42,930 | 43,579 |
| ROMAN CATHOLIC SEPARATE SCHOOL | | | | | | | | | | | |
| Category | Number of Boards | | Mean | Median | Lowest | Highest | Range | Percentiles | | | |
| | | | | | | | | 10% | 25% | 75% | 90% |
| Cat D | Min | 48 | 15,466 | 15,343 | 13,755 | 17,955 | 4,200 | 14,210 | 14,733 | 15,958 | 16,988 |
| | Max | 48 | 21,801 | 21,635 | 19,880 | 24,990 | 5,110 | 20,363 | 20,838 | 22,536 | 23,572 |
| Cat C | Min | 48 | 16,592 | 16,425 | 14,595 | 18,795 | 4,200 | 15,556 | 15,971 | 16,964 | 17,991 |
| | Max | 48 | 25,343 | 25,017 | 23,336 | 28,403 | 5,067 | 24,190 | 24,508 | 25,896 | 27,172 |
| Cat B | Min | 48 | 17,915 | 17,789 | 16,139 | 20,160 | 4,021 | 16,826 | 17,307 | 18,381 | 19,352 |
| | Max | 48 | 28,835 | 28,622 | 26,738 | 32,025 | 5,287 | 27,598 | 28,057 | 29,439 | 30,256 |
| Cat A1 | Min | 48 | 19,755 | 19,689 | 17,430 | 23,258 | 5,828 | 18,820 | 19,192 | 20,301 | 21,005 |
| | Max | 48 | 33,139 | 33,149 | 30,110 | 36,110 | 6,000 | 31,700 | 32,333 | 33,933 | 34,297 |
| Cat A2 | Min | 48 | 20,775 | 20,772 | 19,005 | 24,213 | 5,208 | 19,562 | 20,053 | 21,362 | 21,966 |
| | Max | 48 | 35,343 | 35,448 | 33,308 | 37,863 | 4,555 | 33,765 | 34,591 | 35,883 | 36,752 |
| Cat A3 | Min | 48 | 22,583 | 22,579 | 20,790 | 25,809 | 5,019 | 21,350 | 22,029 | 23,084 | 23,781 |
| | Max | 48 | 38,993 | 39,148 | 36,193 | 41,539 | 5,346 | 37,364 | 38,226 | 39,679 | 40,159 |
| Cat A4 | Min | 48 | 23,912 | 23,778 | 22,260 | 27,085 | 4,825 | 22,864 | 23,362 | 24,326 | 24,977 |
| | Max | 48 | 41,455 | 41,424 | 37,823 | 44,444 | 6,621 | 39,627 | 40,604 | 42,327 | 43,078 |

TABLE 3 Method of Category Placement-Qualifications
Evaluation Council of Ontario (QECO)

| QECO Programme* | Elem. No. | % | RCSS No. | % |
|----------------------|--------------|-------|-------------|-------|
| QECO 2 | 3 | 4.0 | 1 | 2.1 |
| QECO 2 + 3 | 1 | 1.3 | - | 0.0 |
| QECO 2 + 4 | 1 | 1.3 | - | 0.0 |
| QECO 3 | 56 | 73.7 | 37 | 77.1 |
| QECO 3 with \$ Qual. | - | 0.0 | - | 0.0 |
| QECO 4 | 7 | 9.2 | 5 | 10.4 |
| QECO 4 with \$ Qual. | - | 0.0 | 1 | 2.1 |
| Outlined in Agree. | 8 | 10.5 | 4 | 8.3 |
| Agreements | 76 | 100.0 | 48 | 100.0 |

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme.

TABLE 4 Method of Payment of Vice-Principals' Salaries

| Method of Payment | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|--------------------------|--------------|-------|-------------|-------|-------------|-------|
| Grid + Allowance | 57 | 75.0 | 1 | 1.3 | 41 | 85.4 |
| Criteria: | | | | | | |
| No Diff. | 26 | | 1 | | 12 | |
| Yrs. of Exp. | 16 | | - | | 5 | |
| Sch. Type/Size | 10 | | - | | 17 | |
| Sch. Type/Size and Exp. | 2 | | - | | 5 | |
| Sch. Type/Size and Qual. | 1 | | - | | 1 | |
| Other | 2 | | - | | 1 | |
| Separate Grid | 14 | 18.4 | 69 | 90.8 | 1 | 2.1 |
| Criteria: | | | | | | |
| Yrs. Exp. | 11 | | 67 | | - | |
| Yrs. Exp. and Qual. | 3 | | - | | 1 | |
| Yrs. Exp./Sch. Type | - | | 2 | | - | |
| Tch. and Sep. Grids | - | 0.0 | - | 0.0 | 1 | 2.1 |
| Flat \$ Amount | - | 0.0 | 1 | 1.3 | - | 0.0 |
| Not Specified | 5 | 6.6 | 5 | 6.6 | 5 | 6.6 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 5 Method of Category Placement-Ontario Secondary
School Teachers' Federation (OSSTF)

| OSSTF Certification* | Sec. No. | % |
|----------------------|-------------|-------|
| OSSTF 5 | 1 | 1.3 |
| OSSTF 6 | 58 | 76.4 |
| OSSTF 7 | 9 | 11.8 |
| Not Specified | 8 | 10.5 |
| Agreements | 76 | 100.0 |

*May be supplemented through modifications and/or exemptions.

TABLE 6 Method of Payment of Principals' Salaries

| Method of Payment | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|--------------------------------|--------------|-------|-------------|-------|-------------|-------|
| Grid + Allowance | 32 | 42.1 | - | 0.0 | 35 | 72.9 |
| Criteria: | | | | | | |
| No Diff. | 2 | | - | | 2 | |
| Yrs. Exp. | 1 | | - | | - | |
| Exp./Qual. | 1 | | - | | 1 | |
| Sch. Type/Size | 19 | | - | | 19 | |
| Sch. Type/Size and Exp. | 6 | | - | | 8 | |
| Sch. Type/Size and Qual. | - | | - | | 3 | |
| Sch. Type/Size, Exp. and Qual. | 3 | | - | | 1 | |
| Other | - | | - | | 1 | |
| Separate Grid | 35 | 46.1 | 75 | 98.7 | 11 | 22.9 |
| Criteria: | | | | | | |
| Yrs. Exp. | 17 | | 60 | | 2 | |
| Exp. and Qual. | 2 | | - | | 1 | |
| Sch. Type/Size and Exp. | 11 | | 14 | | 1 | |
| Sch. Type/Size, Exp. and Qual. | 5 | | - | | 6 | |
| Other | - | | 1 | | 1 | |
| Tch. and Sep. Grids | 8 | 10.5 | - | 0.0 | 2 | 4.2 |
| Flat \$ Amount | 1 | 1.3 | 1 | 1.3 | - | 0.0 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 7 Board Subsidization of Employee Benefit Plans

| Board Subsid. (%) | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|---|--------------|-------|-------------|-------|-------------|-------|
| a) OHIP | | | | | | |
| 0* | 1 | 1.3 | 2 | 2.6 | 1 | 2.1 |
| 25-60 | 3 | 3.9 | 3 | 3.9 | - | 0.0 |
| 75 | 16 | 21.1 | 18 | 23.7 | 2 | 4.2 |
| 80 | 11 | 14.5 | 8 | 10.5 | 7 | 14.6 |
| 85 | 9 | 11.8 | 9 | 11.8 | 9 | 18.8 |
| 90, 91 | 10 | 13.2 | 10 | 13.2 | 7 | 14.6 |
| 95 | 1 | 1.3 | - | 0.0 | 3 | 6.3 |
| 100 | 24 | 31.6 | 25 | 32.9 | 19 | 39.6 |
| Flat \$ Amt. | 1 | 1.3 | 1 | 1.3 | - | 0.0 |
| b) Extended Health | | | | | | |
| 65 | 1 | 1.3 | 1 | 1.3 | - | 0.0 |
| 75 | 10 | 13.2 | 9 | 11.8 | 4 | 8.3 |
| 80 | 9 | 11.8 | 6 | 7.9 | 7 | 14.6 |
| 85 | 10 | 13.2 | 8 | 10.5 | 7 | 14.6 |
| 90 | 7 | 9.2 | 8 | 10.5 | 7 | 14.6 |
| 95 | 1 | 1.3 | - | 0.0 | 2 | 4.7 |
| 100 | 29 | 38.2 | 36 | 47.4 | 16 | 33.3 |
| Flat \$ Amt. | 2 | 2.6 | 2 | 2.6 | - | 0.0 |
| No Plan | 7 | 9.2 | 6 | 7.9 | 5 | 10.4 |
| c) Dental | | | | | | |
| 0* | 1 | 1.3 | 1 | 1.3 | - | 0.0 |
| 50 | 13 | 17.1 | 6 | 7.9 | 3 | 6.3 |
| 60 | 1 | 1.3 | 3 | 3.9 | 2 | 4.2 |
| 65 | - | 0.0 | 1 | 2.1 | - | 0.0 |
| 70 | 1 | 1.3 | - | 0.0 | 3 | 6.3 |
| 75 | 10 | 13.2 | 11 | 14.5 | 5 | 10.4 |
| 80 | 8 | 10.5 | 8 | 10.5 | 6 | 12.5 |
| 85 | 9 | 11.8 | 5 | 6.6 | 8 | 16.7 |
| 90 | 7 | 9.2 | 6 | 7.9 | 5 | 10.4 |
| 95 | - | 0.0 | - | 0.0 | 2 | 4.2 |
| 100 | 17 | 22.4 | 26 | 34.2 | 13 | 27.1 |
| Flat \$ Amt. | 4 | 5.3 | 2 | 2.6 | - | 0.0 |
| No Plan | 5 | 6.6 | 7 | 9.2 | 1 | 2.1 |
| d) Long-Term Disability | | | | | | |
| 0* | 35 | 46.1 | 37 | 48.7 | 30 | 62.5 |
| 50 | 3 | 3.9 | 4 | 5.3 | 2 | 4.2 |
| 60-70 | 2 | 2.6 | 1 | 1.3 | 1 | 2.1 |
| 75 | 3 | 3.9 | 3 | 3.9 | 1 | 2.1 |
| 80 | 1 | 1.3 | 1 | 1.3 | 3 | 6.3 |
| 85 | 3 | 3.9 | 1 | 1.3 | 2 | 4.2 |
| 90 | 2 | 2.6 | 2 | 2.6 | - | 0.0 |
| 95 | - | 0.0 | - | 0.0 | 1 | 2.1 |
| 100 | 7 | 9.2 | 9 | 11.8 | 5 | 10.4 |
| Flat \$ Amt. | - | 0.0 | 2 | 2.6 | - | 0.0 |
| No Plan | 20 | 26.3 | 16 | 21.1 | 3 | 6.3 |
| e) Group Life Insurance | | | | | | |
| Up to 50 | 2 | 2.6 | 4 | 5.3 | 1 | 2.1 |
| 56,63,67 | 3 | 3.9 | 3 | 3.9 | 1 | 2.1 |
| 70 | - | 0.0 | - | 0.0 | 1 | 2.1 |
| 75 | 10 | 13.2 | 10 | 13.2 | 3 | 6.3 |
| 80 | 5 | 6.6 | 3 | 3.9 | 7 | 14.6 |
| 85 | 8 | 10.5 | 5 | 6.6 | 5 | 10.4 |
| 90 | 6 | 7.9 | 5 | 6.6 | 5 | 10.4 |
| 95 | 1 | 1.3 | - | 0.0 | 2 | 4.2 |
| 100 | 39 | 51.3 | 44 | 57.9 | 23 | 47.9 |
| Flat \$ Amt. | 2 | 2.6 | 2 | 2.6 | - | 0.0 |
| f) Limitation on Employee Benefit Subsidy | 54 | 71.4 | 50 | 65.8 | 27 | 56.3 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Plan exists; Board does not contribute towards payment of premium.

TABLE 8 Master's Degree Allowance

| Degree Allowance | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|------------------|--------------|-------|-------------|-------|-------------|-------|
| Less than \$500 | 2 | 2.6 | 3 | 3.9 | 1 | 2.1 |
| \$500-549 | 6 | 7.9 | 7 | 9.2 | 3 | 6.3 |
| \$550-599 | 3 | 3.9 | 4 | 5.3 | 1 | 2.1 |
| \$600-649 | 13 | 17.1 | 10 | 13.2 | 2 | 4.2 |
| \$650-699 | 6 | 7.9 | 11 | 14.5 | - | 0.0 |
| \$700-749 | 14 | 18.5 | 18 | 23.7 | 2 | 4.2 |
| \$750-899 | 9 | 11.8 | 15 | 19.7 | 1 | 2.1 |
| \$900 or more | 3 | 3.9 | 5 | 6.6 | - | 0.0 |
| No Allowance | 20 | 26.4 | 3 | 3.9 | 38 | 79.0 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Plan exists; Board does not contribute towards payment of premium.

TABLE 9 Cumulative Sick Leave (C.S.L.)*

| C.S.L. | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|-----------------|--------------|-------|-------------|-------|-------------|-------|
| Provision | 76 | 100.0 | 74 | 97.4 | 48 | 100.0 |
| Max. Days Acc.: | | | | | | |
| 200-219 | 18 | | 17 | | 12 | |
| 220-239 | 14 | | 13 | | 16 | |
| 240-299 | 20 | | 22 | | 14 | |
| 300, 400 | 6 | | 5 | | 4 | |
| No Max. | 13 | | 12 | | 1 | |
| Varies | 4 | | 5 | | - | |
| No Accum. | 1 | | - | | 1 | |
| No Provision | - | 0.0 | 2 | 2.6 | - | 0.0 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*For sick leave purposes.

TABLE 10 Retirement Gratuity

| Retirement Gratuity | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|---------------------------|--------------|-------|-------------|-------|-------------|-------|
| Provision | 73 | 96.1 | 73 | 96.1 | 43 | 89.6 |
| Payment Crit.: | | | | | | |
| Superann. Only | 37 | | 35 | | 27 | |
| Bd. Discretion | 9 | | 10 | | 2 | |
| Leaving Prof. | 7 | | 7 | | 7 | |
| Spec. Age. | 18 | | 20 | | 7 | |
| Health | 26 | | 27 | | 5 | |
| Other | 3 | | 3 | | 2 | |
| Min. Ser. Req'd: | | | | | | |
| 1 Yr, Unspec., No Min. | 18 | | 19 | | 7 | |
| 5-7 | 13 | | 13 | | 4 | |
| 10-12 | 41 | | 40 | | 26 | |
| 15-20 | 1 | | 1 | | 6 | |
| Payable to Estate | 63 | | 66 | | 37 | |
| Death Benefit | 1 | | 1 | | - | |
| Phasing Out | 10 | | 3 | | 7 | |
| Other Limitation | 14 | | 9 | | 12 | |
| No Provision | 3 | 3.9 | 3 | 3.9 | 5 | 10.4 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Not mutually exclusive.

TABLE 11 Extended Leave of Absence

| Leave of Absence | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|-------------------|--------------|-------|-------------|-------|-------------|-------|
| Provision | 59 | 77.6 | 60 | 78.9 | 35 | 72.9 |
| Min. Serv. Req'd: | | | | | | |
| 1, 3 | 8 | | 9 | | 2 | |
| 4, 6 | 1 | | 2 | | 4 | |
| 8 or more | - | | - | | 2 | |
| Not Specified | 50 | | 49 | | 27 | |
| No Provision | 17 | 22.4 | 16 | 21.1 | 13 | 27.1 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 12 Negotiations and Federation Business Leaves

| Leave Provisions | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|----------------------|--------------|-------|-------------|-------|-------------|-------|
| Long-term Fed. Bus.* | 41 | 53.9 | 50 | 65.8 | 20 | 41.7 |
| Short-term Fed. Bus. | 37 | 48.7 | 38 | 50.0 | 31 | 64.6 |
| Negotiations | 18 | 23.7 | 24 | 31.6 | 9 | 18.8 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Defined as 6 or more days.

TABLE 13 Maternity, Adoption and Paternity Leaves

| Leave Provisions | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|------------------|--------------|-------|-------------|-------|-------------|-------|
| a) Maternity* | 64 | 84.2 | 56 | 73.7 | 36 | 75.0 |
| Max. Leave: | | | | | | |
| 1 Sch. Yr. | 7 | | 6 | | 6 | |
| 2 Sch. Yrs. | 40 | | 31 | | 14 | |
| Other | 17 | | 19 | | 16 | |
| b) Adoption | 66 | 86.8 | 66 | 86.8 | 45 | 93.8 |
| c) Paternity | 41 | 53.9 | 36 | 47.4 | 40 | 83.3 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Beyond provisions of Employment Standards Act.

TABLE 14 Workload Provisions

| Workload Provisions | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|---------------------|--------------|-------|-------------|-------|-------------|-------|
| Teachers | 46 | 60.4 | 56 | 73.8 | 25 | 52.2 |
| Instruct. Load | 28 | | 51 | | 6 | |
| Noon-Time Superv.: | | | | | | |
| Req'd | 4 | | - | | 2 | |
| Exempt. | 12 | | 3 | | 2 | |
| Both | 17 | | 2 | | 9 | |
| Other Superv.: | | | | | | |
| Req'd. | 10 | | 7 | | 3 | |
| Exempt. | 3 | | - | | - | |
| Both | 11 | | 26 | | 6 | |
| Principals | 19 | 25.0 | 4 | 5.3 | 18 | 37.5 |
| Vice-Principals | 17 | 22.4 | 6 | 7.9 | 11 | 22.9 |
| Other Pos. of Resp. | 10 | 13.2 | 38 | 50.0 | 5 | 10.4 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 15 Sabbatical Leave*

| Sabbatical Leave | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|--------------------------------------|--------------|-------|-------------|-------|-------------|-------|
| Provision | 65 | 85.5 | 69 | 90.8 | 43 | 89.6 |
| Min. Serv. Req'd.: | | | | | | |
| 0,3,4 | - | | 2 | | - | |
| 5 | 20 | | 21 | | 11 | |
| 6 | 12 | | 13 | | 3 | |
| 7 | 23 | | 24 | | 23 | |
| 8, 10 | 3 | | 2 | | 1 | |
| Not Spec. | 7 | | 7 | | 5 | |
| Basic Salary (%): | | | | | | |
| 40-70 | 16 | | 19 | | 12 | |
| 75 | 27 | | 28 | | 20 | |
| 80 | 11 | | 10 | | 4 | |
| 85-100 | 4 | | 5 | | 2 | |
| Other | 1 | | 2 | | 2 | |
| Flat \$ Amt. | 2 | | 2 | | 1 | |
| Not Spec. | 4 | | 3 | | 2 | |
| Subseq. Serv. Req'd.: | | | | | | |
| 0-2 | 16 | | 12 | | 9 | |
| 3-5 | 38 | | 39 | | 30 | |
| Other | 7 | | 13 | | 2 | |
| Not Spec. | 4 | | 5 | | 2 | |
| Det. of Max. No. of Leaves Spec.: | | | | | | |
| % of Staff | 16 | | 9 | | 1 | |
| # of Staff | 28 | | 32 | | 17 | |
| Bd. Discretion | 6 | | 11 | | 23 | |
| Other | 14 | | 17 | | 1 | |
| No Provision | 11 | 14.5 | 7 | 9.2 | 5 | 10.4 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

*Provision with longest specified period of absence.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

| Class Size, P.T.R. | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|-----------------------|--------------|-------|-------------|-------|-------------|-------|
| a) Class Size | 26 | 34.2 | 32 | 42.1 | 11 | 22.9 |
| Status: | | | | | | |
| Mandatory | 13 | | 14 | | 6 | |
| Guideline | 13 | | 18 | | 5 | |
| Spec. No.: | | | | | | |
| One | 5 | | - | | 4 | |
| More than One | 8 | | 18 | | 2 | |
| Combination | 8 | | 9 | | 1 | |
| No Class Size | 50 | 65.8 | 44 | 57.9 | 37 | 77.1 |
| b) P.T.R. | 39 | 51.3 | 58 | 76.3 | 15 | 31.3 |
| Status: | | | | | | |
| Mandatory | 38 | | 56 | | 11 | |
| Guideline | 1 | | 2 | | 4 | |
| Spec. No.: | | | | | | |
| One | 23 | | 28 | | 9 | |
| More than One | 13 | | 27 | | 2 | |
| No P.T.R. | 37 | 48.7 | 18 | 23.7 | 33 | 68.7 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 17 Staff Allocation Provisions

| Staff Alloc. Provisions | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|----------------------------|--------------|-------|-------------|-------|-------------|-------|
| Principals | 12 | 15.8 | 32 | 42.1 | 9 | 18.8 |
| Vice-Princ. | 29 | 38.2 | 30 | 39.5 | 22 | 45.8 |
| Other Pos. of Resp. | 8 | 10.5 | 56 | 73.7 | 5 | 10.4 |
| Guide. Teachers | 4 | 5.3 | 56 | 73.7 | 3 | 6.3 |
| Para-Prof. | 24 | 31.6 | 6 | 7.9 | 13 | 27.1 |
| Secret'l Ass't. | 14 | 18.4 | 2 | 2.6 | 5 | 10.4 |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |

TABLE 19 Surplus/Redundancy

| Surplus/Redundancy | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|--------------------|--------------|------|-------------|------|-------------|-------|
| Provision | 73 | 96.1 | 75 | 98.7 | 48 | 100.0 |

Factors Considered:*

Seniority:

| | | | |
|------------------|----|----|----|
| Consec. Bd. Exp. | 73 | 72 | 48 |
| Total Bd. Exp. | 52 | 60 | 42 |
| Total Exp. | 66 | 63 | 27 |
| Other | 70 | 67 | 39 |
| Type of Contract | 51 | 53 | 38 |
| Qualifications | 70 | 72 | 48 |
| Effectiveness | 9 | 20 | 15 |
| Board Discret. | 72 | 75 | 48 |
| Other | 5 | 8 | 10 |

Accommodation:*

| | | | |
|-------------------|----|----|----|
| Priority Transfer | 72 | 73 | 47 |
| Lim. Displace. | 24 | 27 | 2 |
| Unlim. Displace. | 11 | 18 | 6 |
| Priority Reloc. | 17 | 37 | 2 |

Options in Lieu of Layoff:*

| | | | |
|---------------|----|----|----|
| Perm. Supply | 26 | 39 | 1 |
| Retraining | 8 | 15 | - |
| Sabbatical | 2 | 8 | - |
| Spec. Assign. | 3 | 12 | 2 |
| Br. Aff.- | | | |
| Spons. Plan | - | 4 | - |
| Leave of Abs. | 7 | 20 | - |
| Def. Salary** | 55 | 57 | 35 |
| Red. Teaching | 18 | 26 | 9 |

Options at Layoff:*

| | | | |
|---------------------------------------|----|----|----|
| Priority Summer/ Occ./Night School | 3 | 28 | - |
| Priority Supply | 21 | 30 | 12 |
| Priority Recall | 63 | 63 | 46 |
| Separation Allow. | 33 | 45 | 3 |
| Early Retire.** | 12 | 31 | 3 |
| Other options | 4 | 13 | 3 |

| | | | | | | |
|--------------|---|-----|---|-----|---|-----|
| No Provision | 3 | 3.9 | 1 | 1.3 | - | 0.0 |
|--------------|---|-----|---|-----|---|-----|

| | | | | | | |
|------------|----|-------|----|-------|----|-------|
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |
|------------|----|-------|----|-------|----|-------|

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 18 Vacancy/Transfer

| Vacancy/Transfer | Elem. No. | % | Sec. No. | % | RCSS No. | % |
|---------------------------|--------------|-------|-------------|-------|-------------|-------|
| <u>Vacancy</u> | 36 | 47.4 | 35 | 46.1 | 23 | 47.9 |
| Teachers: | | | | | | |
| Adv. Int. Posting | 20 | | 12 | | 8 | |
| Seniority Consid. | 19 | | 13 | | 8 | |
| Pos. of Resp.: | 38 | 50.0 | 42 | 55.3 | 25 | 52.1 |
| Adv. Int. Posting | 19 | | 11 | | 11 | |
| Seniority Consid. | 16 | | 15 | | 11 | |
| <u>Transfer</u> | | | | | | |
| Teacher-Req. | 49 | 64.5 | 57 | 75.0 | 32 | 66.7 |
| Board-Initiated | 69 | 90.8 | 70 | 92.1 | 44 | 91.7 |
| <u>New Positions</u> | 44 | 57.9 | 36 | 47.4 | 30 | 62.5 |
| Teacher/Bd. Discussion | 37 | | 33 | | 20 | |
| Agreements | 76 | 100.0 | 76 | 100.0 | 48 | 100.0 |